

Laid Scoring Sheet

The LAID instrument assesses your style in handling employee problems. Carry over the scores indicated on the questionnaire on the following grid.

	A	B	C	D	E	F
1.	D	T/E	I	L	H/J	A
2.	A	T/E	I	H/J	D	L
3.	H/J	L	D	I	A	T/E
4.	H/J	L	D	I	T/E	A
5.	D	H/J	I	T/E	A	L
6.	L	T/E	I	D	H/J	A
7.	D	H/J	A	I	L	T/E
8.	H/J	I	A	T/E	D	L
9.	H/J	L	I	D	T/E	A
10.	I	T/E	A	D	L	H/J

Count the numbers you assigned to D for the ten times and write the score in the box on the bottom of this page. Then, count your points for T/E responses and record that score in the box. Do the same for I, L, H/J and A.

H/J		Hostile/Judgemental
T/E		Telling/End-game
L		Listening
A		Acknowledging
I		Investigating
D		Discussing

Complete the Style Assessment form:

Calculate the percentages by multiplying your score by ten.

Percentages

	10	20	30	40	50	60	70	80	90	100
Listen										
Acknowledge										
Investigate										
Discuss										
Hostile/Judgemental										
Telling/End-game										

If a score is higher than 45% it indicates excessive imbalance.